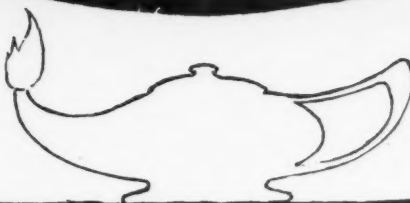
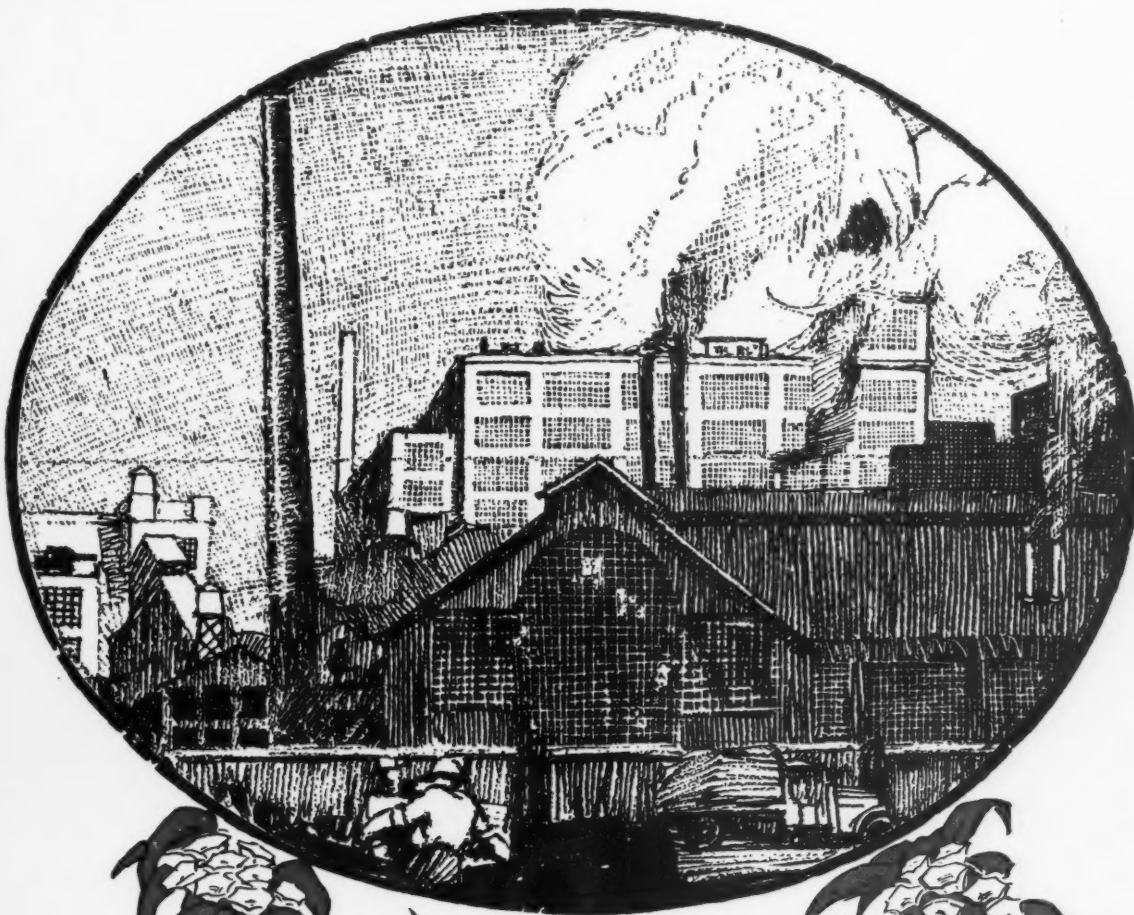


OCTOBER



CONNECTICUT INDUSTRY

PUBLISHED BY

The Manufacturers Association of Connecticut, Inc.

1926

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ANNA B. SANDS, EDITOR

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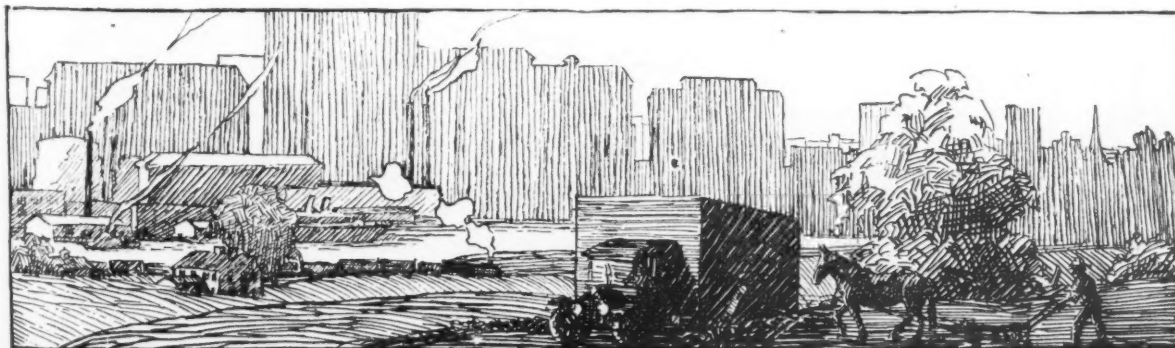
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THE RESERVED SOVEREIGNTY OF STATES

The working man and many who do not work, justifiably grieved when beer was taken away from them. The widow and the orphan whose inheritance had been diminished could subscribe to the theory of a state inheritance tax but failed to understand, and with reason, a levy by the Federal Government. The motor vehicle owner, the railway security holder and the man in the street naturally could not look with favor upon the so-called joint levies and appropriations by the Federal Government for road building and other state purposes.

Encroachments on the reserved sovereignty of states by the Federal Government are contrary to the principles upon which our democracy is founded and are resented. We are a Union of States — the United States of America — and not the “oligarchy of Washington.” The fear of many as to the present trend of federal interference in state affairs is not unfounded. Limitations to such interference must be set up.

It is therefore to be noted with approval that Governor Trumbull, with his characteristic foresight and wisdom, has appointed an able commission to enter into an inquiry of those activities of the Federal Government which may be considered encroachments on the rights of this our State of Connecticut. It is to be hoped that the members of the Connecticut General Assembly will follow intently the work of the Governor's committee and act thereon.

Edmund S. Howard

A Link Between Scholarship and Manufacturing*

The Co-operative Arrangement Between Yale University and the Manufacturers Association of Connecticut, after Three Years of Practical Application

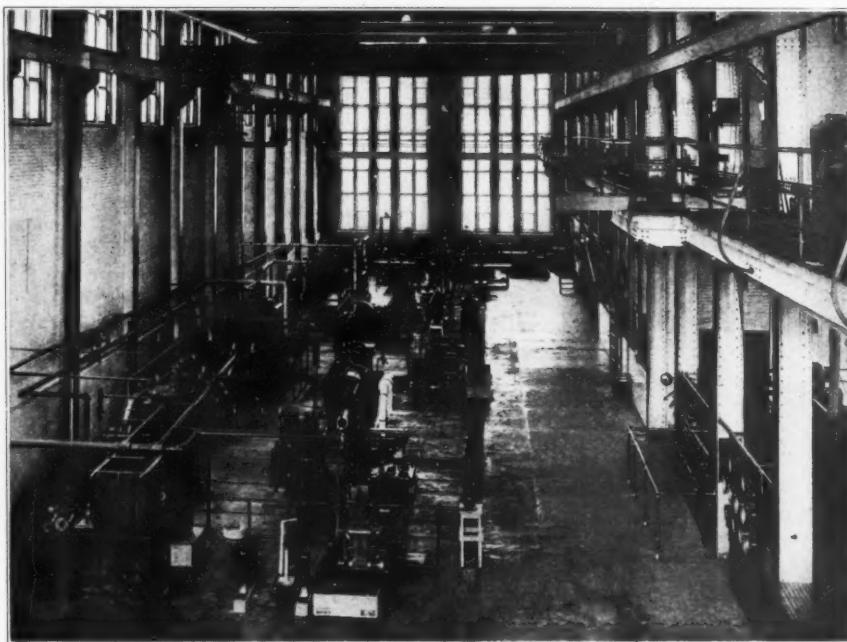
By LEONARD S. TYLER

Vice-President of the Acme Wire Company, New Haven and Member of the Research Committee of the Association

A MANUFACTURING company was having trouble with the men who operated its metal-cutting machinery. Some sort of skin trouble was spreading among them, appearing first on their hands and then growing up along

located near any large center having a commercial laboratory. It was not a serious condition, but it was irritating and undesirable.

In this situation the president of the company remembered that the Manufacturers' Associa-



INTERIOR OF MASON LABORATORY OF MECHANICAL ENGINEERING,
SHEFFIELD SCIENTIFIC SCHOOL, YALE UNIVERSITY

their arms. The men were alarmed and discontented. They were firmly convinced that the trouble was due to something in the cutting oils used in their machines, and as time passed and no remedy was found, their confidence in the management began to weaken.

In vain the suppliers of the oil made statements and offered analyses to show that there was nothing harmful in the oil. The men did not believe the statements, the skin trouble did not disappear, and their discontent grew. The company had no laboratory of its own in which to make an analysis of the oil and was not

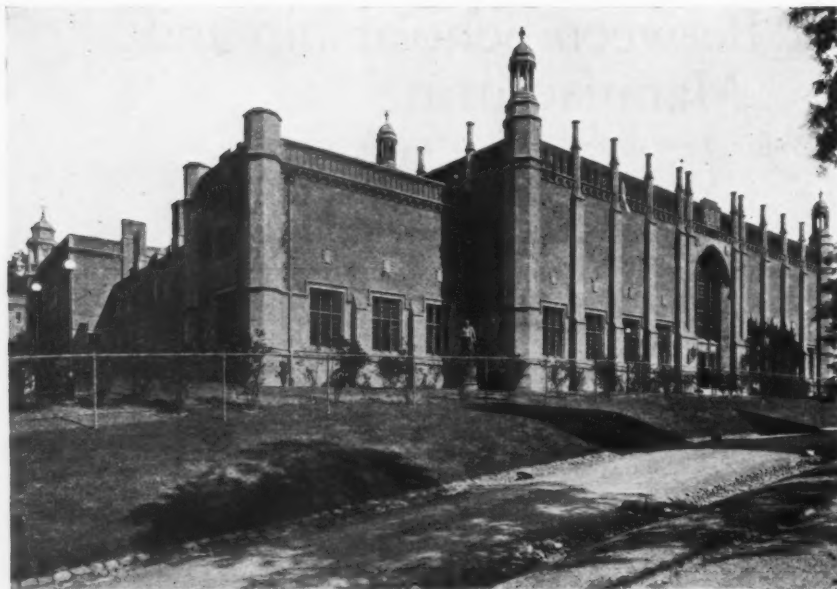
tion of Connecticut, of which his company was a member, had recently announced the formation of a Research Committee.

The Purpose of The Research Committee

THE purpose of this committee was to make arrangements by which, on request, the facilities of the laboratories and engineering schools of Yale University could be called upon to help in the solution of the problems of the members of the Association.

At a loss for any other alternative, and perhaps somewhat skeptical of any practical results, this executive wrote to the Association and sent a sample of the oil in question. In a few

* Reprinted from *Factory*, by special permission.



THE STERLING CHEMICAL LABORATORY, YALE

days he received an answer from the Research Committee stating that the University would be glad to investigate his problem and estimating that the cost of the investigation would not exceed a very modest sum, which was mentioned. If he wished to incur such an expense, the sample of oil would be turned over to the University at once, and he would hear the results of the analysis directly from the laboratory. The investigation was authorized and the analysis supported the contention of the oil supplier that there was nothing in the oil which would cause the trouble the men were having. A physiological chemist visited the plant and after a brief survey of less than a day, located the cause of the trouble in a hitherto unsuspected condition. He recommended a change which was put into effect at once, and in a few days the whole matter was cleared up. The men were satisfied. Peace and confidence in the management were restored, and the bill sent in by the University was less than the cost of changing to another cutting lubricant would have been.

Another company was having an excessive amount of boiler scale in its power-plant. Various kinds of water softeners were tried, but with no improvement, and the expense of keeping the boilers clean was much greater than the president of the company knew it should be. He, also, thought of the Manufacturers' Association and its Research Committee, and sent in samples of the water and softener which was

being used and also a sample of the scale. An estimated maximum cost of an investigation was quoted by the University and approved by the manufacturer, and in a few days a report was received which showed clearly that the water being used needed no softener, and that over 75% of the scale was coming from an ill-advised softening compound. The use of plain water stopped the trouble and the bill from the University was a fraction of the

cost of one cleaning of the boilers.

A third company was faced with the problem of rebuilding an almost worn out power-plant of its own, or abandoning it and buying its power from the nearest public utilities company. The question was complicated by several factors other than power, such as a considerable use of steam in the manufacturing processes, exhaust steam heating of the buildings in cold weather, and an opportunity to sell surplus current for lighting in the community. The company employed no power-plant expert or steam engineer and did not know of any. The management though feeling there was very little to be said in favor of a new power plant, believed in getting all the facts before making a decision.

Survey Saves Cost of Mistake in Judgment

THROUGH the Manufacturers' Association, the professor of steam engineering at the University was engaged as a consultant. His survey showed that a new power-plant would pay handsome returns on the investment as compared with the lowest rates the public utilities company was willing to quote. As a result, the manufacturing company was saved a mistake in judgment which would have cost it each year several times the cost of the survey. This, probably, would never have been known, but the expenditure would have been there just the same.

Another phase of the cooperation between

the University and the manufacturers of the state is illustrated by the case of a company which was having trouble with a dyed thread used as a part of one of its textile products. This thread, under a heat process, caused a yellow stain where it came in contact with another part of the article. In answer to a request for help on this difficulty, the University replied that dyes and their effects were well understood by the commercial laboratories and that, therefore, the company making the request could get the answer quicker and at less expense in that way than if the University were to carry on an investigation which would probably yield nothing the commercial laboratories did not already have. The names of several laboratories, any one of which could be employed with confidence, were given at the same time and the company advised to employ one of them.

Still another way in which the University cooperates is shown by its undertaking to give to men in certain manufacturing companies special courses in subjects which teach the men

selves more valuable on their jobs. At the same time, the University, through the Manufacturers' Association, is eager to supply to the industries of the community promising students in many specialized lines. These students, by means of summer vacation work or part-time factory work during their postgraduate courses, have a chance to prove their value on the job, learn shop ways, and sell themselves to the organization before a contract is entered into. This saves considerable misfitting and is a feature of the service the University renders of which the larger companies are making good use.

Such is, in brief, what Yale University and the Research Committee of the Connecticut Manufacturers' Association are doing as the result of a simple plan of cooperation which was inaugurated about three years ago. A committee of the Association, made up of men well known to their fellow manufacturers; a committee of the University Faculty, headed by the Dean of the Sheffield Scientific School and familiar with all the facilities the University



INTERIOR OF HAMMOND LABORATORY OF MINING AND METALLURGY, YALE

more of the sciences on which their processes are based than their previous education or practical experience has taught them. These courses naturally do not lead to a degree or a certificate of any kind, but they do help to bring about better technique in the factories from which the men come, and they also broaden the men themselves and satisfy their ambition to be doing something to make them-

has; a resident manufacturer in New Haven to act as representative on the job for any member of the Association; that is all the organization or mechanism which is required.

Through this organization has come the realization of a dream which Professor (now Emeritus), Lester P. Breckenridge talked and worked for years to bring about. When it did come, it was all quite simple and matter-of-

fact. A few manufacturers, including the president of the Manufacturers' Association, and an equal number of professors from the engineering schools, including the Dean, when brought together by Mr. Breckenridge's invitation, found that the desire to cooperate in every useful way along the lines suggested, was equally strong on both sides. The Dean drew up a statement of what the University was in a position to do. The chairman of the committee of the Manufacturers' Association outlined what would be a practical and acceptable method of procedure to the manufacturers. These arrangements were approved by the Connecticut Manufacturers' Association without opposition, and the trick was done.

The Advantages of "Getting Together"

A SHORT time ago, twenty-five presidents and shop superintendents of manufacturing companies from all over Connecticut were the guests in New Haven of the joint committee, for a tour of inspection of the University's research plant and a luncheon, with a large number of the University's leading specialists. In this way the idea grows and strengthens.

The advantages of the arrangement to both parties are fairly obvious. To the manufacturers, especially the smaller manufacturer, the latest knowledge that science can bring to the solution of his problems is offered at a cost no greater than that of a consulting engineer's services, without the trouble of selecting such a specialist and with a guarantee as to the integrity, ability, and disinterestedness with which the work will be done, which the University's name necessarily carries with it.

To the University it gives a closer contact with and more recent knowledge of the actual problems and practices in industry, and an opportunity for the men who make up its faculty to study them at first hand and to express themselves in a practical as well as a theoretical way.

To the community it provides a greater utilization of a physical plant in which millions are invested, a closer coordination and better mutual understanding of each other between the men of theory and the men of practice, and a wider distribution and more frequent use of the stores of truth of which our universities are the custodians and dispensers. In short, for all concerned, "a consummation devoutly to be wished."

STATE LAW GOVERNING INSURANCE RATES HELD CONSTITUTIONAL

In a recent decision handed down in Kentucky, the law of that state which prevents insurance companies from putting into effect a uniform increase in rates on fire and windstorm insurance, has been upheld.

Two suits were brought by one hundred and seventy-one insurance companies, (Ætna Fire Insurance Company, et al. v. W. H. Shanks, et al.; Henry Clay Fire Insurance Company et al. v. W. H. Shanks) to restrain state officials from preventing increases which the companies claimed were necessary in view of losses over income in that state from 1921 to 1925 of over \$10,000,000. The decision, while not contending that the rates desired are not necessary, holds the Kentucky statutes to be constitutional, and finds no effort made to illegally force the insurance companies to take losses. The insurance companies did not, it was claimed, comply with necessary regulations controlling the putting into effect of any such changes.

AS SENATOR MC LEAN IN HIS KEYNOTE SPEECH SAYS:

"If there is a man in Connecticut who hasn't already caught his limousine for Sunday use, it is because he prefers to ride in an open car or live until Monday."

"Good manners are the safest and the most successful peace makers in the world and they cost nothing."

"There is no 'ism' so fatal as localism. When a man or a town or a nation knows it all, disagreeable surprises are imminent. The Lord deliver us from financial leadership that blows out the gas when it goes to bed away from home!"

"Time and distance have been eliminated from the social, political and industrial world. As a nation requiring food and shelter and three meals a day, to say nothing of cosmetics and gasoline, we are in the same boat with sixty or more other sovereignties."

"Cotton went to thirty-eight cents a pound and all was fine as Florida."

"The problem of the prohibitionist is to devise a law that will make a man think he doesn't want what he does want."

"Close the factories and you close the department stores. The men who buy finished goods abroad would soon find they were without customers at home."

INDUSTRIAL NEWS AROUND THE STATE

POWER COMPANY OPENS BRANCH OFFICE AT MONTVILLE

The Connecticut Power Company has opened a branch office at Montville for the convenience of consumers of power and domestic current in that vicinity. A sub-station was installed in 1922 to take care of the increased demands of industries of that section, which include the Massasoit Manufacturing Company, the Robertson Paper Company, J. B. Martin Company, Uncasville-Shelton Company and the Robert Gair Company.

The New London division of the Power Company has recently awarded emblems of long service to sixty-one employees who have been with the concern over five years. Two received pins for service of forty years; two for twenty-five years; four for twenty years; five for fifteen years; ten for ten years and thirty-eight for five years.

WINCHESTER TO MAKE WASHING MACHINES

Announcement has been made of the purchase of control of the George W. Dunham Company of Utica, New York, by the Winchester Repeating Arms Company of New Haven. The Dunham company manufactures the Whirldry washing machine and production will be transferred to the New Haven plant.

PLANT TO BE MOVED TO WATERBURY

According to recent announcements from Waterbury one of the plants of the Chromium Company of America, formerly the Chemical Treatment Company, will be moved to that city. This follows the consolidation of several plants owned by the Chromium Company and the purchase last year of the property formerly owned by the National Company.

CHANGES IN OFFICERS OF COLONIAL AIR TRANSPORT

Governor Trumbull, chairman of the board of the Colonial Air Transport, Inc. has announced the election of General John F. O'Ryan, formerly commander of the 27th division, as president of the Colonial lines. General O'Ryan succeeds W. Irving Bullard, who resigned to assume the chairmanship of the executive committee.

J. T. Trippe of New York, formerly managing director of the company, becomes vice-president and Major Talbot O. Freeman of Hartford continues as treasurer.

HARTFORD MAN VICE- PRESIDENT OF STA- TIONARY ENGINEERS

Elmer L. Bassett of the Hartford Rubber Works, formerly president of the Hartford branch of the Stationary Engineers Association, was elected vice-president of the national organization at the recent national convention held in Atlantic City.

WILLIMANTIC OPENS NEW HOTEL

The opening of the new Nathan Hale Hotel in Willimantic on September 23, was an event marked with suitable ceremonies, including a banquet at which Hon. George E. Hinman, Justice of the Supreme Court, presided as toast master.

In celebration of the event the Willimantic Chronicle issued a special edition and letters of congratulation were received from all parts of the state. Industrialists, particularly, are interested in the new hotel because of the added convenience for salesmen and buyers. E. Kent Hubbard, in sending congratulations in behalf of the Association, to the Chronicle, said:

"Such a hotel will mean everything to the future prosperity of your city and will make

THE MANUFACTURER'S PRAYER.

John met Jim at lunch to-day
Sat a while and talked away
"Seemed mighty good" said John of
Jim,

"To have a chance to chat with him.
Seems like we don't have half enough
Of hearing other people's stuff.
I live down East, he lives down West
And each thinks he does things the
best.

But when we get to-gether — why
It blows the dust out of my eye.
I get to thinking I'm all right —
Can beat the others out of sight.
Or else I'm blue and need to know
That sometimes others get just so.
Oh why can't we all wiser be
And see the things we need to see;
That friendly days-off now and then
Are helpful to the best of men;
That we should seek the chance to go
Where other fellows run their show?
Teach me just this, Oh Lord I pray,—
Not to be satisfied with my way!"

possible a new growth and development in a manufacturing community which we all recognize to have almost unlimited possibilities.

"In this modern age, when business is transacted between far distant points and with a rapidity hitherto unknown, a community which is independently located but which is without a good hotel is universally thought of as one without hospitality, without sufficient assertiveness in putting its best foot forward and most serious of all as a community without a spirit of civic pride or cooperation. Willimantic has proven it has all of these and its friends will welcome the possibility of spending more time within its borders and the convenience also of comfortable quarters for those who may remain there for the transaction of business with its fine industries and its retail houses. My experience over the past thirty-five years has shown me that no community has failed to prosper with the coming of a new hotel and personally I feel sure that a splendid new hotel such as you now have will do much to bring both pleasure and profit to Willimantic and to those who may become its guests."

UNITED STATES RUBBER MEN MEET

About thirty industrial relations managers from various plants of the United States Rubber Company recently held a two days' convention in Naugatuck. Local plants of the company were inspected and a banquet was tendered the visitors at which C. S. Ching, industrial relations manager at New York, presided.

KOPPERS PLAN GIVEN OUT

Following the recent taking over of the New Haven Gas Light Company by the Koppers Company of Pittsburgh, President Clarence E. Blakeslee of the former company has issued a

statement in the form of a letter to all stockholders. In addition to giving in detail plans for the financing of the holding company referred to and for the exchange of stock, etc., the letter says:

"The Koppers Company is a large and successful corporation, whose subsidiaries are engaged in many lines of work, including the manufacture and operation of gas and by-product coke plants. It has acquired a large tract of land in the city of New Haven and intends to erect a by-product coke plant for the manufacture of high grade coke for industrial and domestic use and the production of gas, to be sold to the New Haven Gas Light Company. If duly authorized, it intends to cause gas to be distributed by pipe line to other gas companies throughout the state. It will cause a corporation to be organized for this purpose and build a plant in which a large sum will be invested.

"It will also cause a holding corporation to be organized under the name of the Connecticut Gas and Securities Company, to hold such stock in the New Haven Gas Light Company and other gas companies as it may require. This company will hold 20,000 shares of the stock of the New Haven Gas Light Company and 14,000 shares of the Hartford City Gas Light Company for which the Koppers Company has paid cash. . . . This dividend (\$3 a share, or the equivalent of 12% on the present stock) will be guaranteed by the Koppers Company for a period of twenty-five years, with the provision that it may substitute the guarantee of the coke company, when that company is ready to supply gas to the New Haven Gas Light Company. This latter guarantee shall continue so long as the coke company shall supply gas to the New Haven Gas Light Company."

A LETTER OF APPROVAL

E. R. Hayde, of the firm of John H. Faunce, Inc., freight forwarders with offices in New York and Philadelphia, has written to the Association as follows:

"Just received your *Connecticut Industry* for September and find it, as usual, interesting.

"On page 19, your admonition to your members, 'Tell Visitors Who You Are,' is in the writer's mind most timely. I have driven through New England and observed many magnificent factory buildings, some of them covered with vines, etc., but not a word indicating the company or its manufacture.

"There is no part of America so widely travelled by motorists as New England. Why lose the opportunity for this wonderful advertising through lack of thought or some other reason? My own views on this matter I know are shared by others with whom I have talked. Keep up the good work."

Connecticut at the Sesqui-Centennial Exposition

By GEORGE S. GODARD

The Chairman of the Connecticut Governor's Sesqui-Centennial Committee, Who is Also State Librarian, Writes About the Exposition for Connecticut Industry

THE Connecticut Governor's Sesqui-Centennial Committee has felt, since the President of the United States issued a proclamation calling upon the nations of the earth to join with the several states of the union in fittingly observing the one hundred and fiftieth anniversary of the signing of the Declaration of Independence, that it was not for Connecticut to stop, look and listen as to what the other states might or might not do. This is not what Connecticut has been in the habit of doing. When once Connecticut sees her duty she endeavors to perform it whether others do or not.

This was the position taken by the Sesqui-Centennial Committee, appointed by Governor Trumbull in planning and erecting the Connecticut state building on the Sesqui-Centennial grounds, so much admired both without and within as a fitting example of New England architecture of the period represented.

Because it was felt that the building should represent the best of Connecticut's architecture of that period, the committee selected for a basis the dignified Senate Chamber of the renowned Connecticut State House, erected on "Meeting House Square" in Hartford in 1796 and now known as the Old City Hall.

This building was designed by the celebrated architect Charles Bulfinch and served as the home of Connecticut's seat of government from

1796 to 1878 when the present capitol was first occupied. It stands, as recently restored, in the center of the city of Hartford, upon a site dedicated to public uses by Rev. Thomas Hooker and the founders of the Colony in

1636. Here the original Meeting House stood in which the Fundamental Orders, Connecticut's first written constitution, were framed and promulgated. From near here in 1687 the Colonial Charter was rescued from Sir Edmund Andros and hidden in the famous Charter Oak. At the first State House Washington and Count Rochambeau were welcomed in 1780 and here patriots assembled during Colonial times, the Revolutionary War and the War of 1812. From here the soldiers left Hartford in the Civil War and here they were received on their return. Here also was the site of the Liberty cottage and the center of many of Connecticut's war activities from 1914-1918.



GEORGE S. GODARD

The exposition building, pictured on page ten, faces Broad Street, the principal street of the exposition and from the rear is approached from the "Street of 1776" which is lined on both sides by reproductions of historic houses. The dome, copied from that of the Old State House, is crowned by the figure of Justice and below is installed an electric clock made possible through the kindness of the Seth Thomas Clock Company of Thomaston. The lighting,



THE CONNECTICUT BUILDING

Ground was broken for this building on April 27, 1926, and it was completed forty-nine days later

both within and without, was arranged through the cooperation of the Hartford Electric Light Company and the Miller Company of Meriden. The building itself was erected by the H. Wales Lines Company of Meriden.

The main exhibition room, with its classical wainscoting, pilasters, cornices and pediments, houses the exhibits both historical and modern, and is itself made more beautiful by the colonial green silk draperies, especially designed and woven for this room by Cheney Brothers of South Manchester. To another South Manchester firm, Watkins Brothers, acknowledgment must also be made for the period furniture with which the other rooms are outfitted.

Not only was it planned that the Connecticut state building should be the home of the Connecticut official exhibits, but it was planned that it should be the home and headquarters of Connecticut people and their friends; and by Connecticut people I mean not only those who now live in Connecticut but also the descendants of residents who long years ago left their native state. The Connecticut building is intended as their headquarters and here they may come to rest on the easy sofas and chairs provided in the main room and in the airy, conveniently arranged and easily accessible rest-rooms close at hand. Here also they may read the Connecticut daily papers, sent to the build-

ing regularly through the courtesy of their several publishers; consult the several city directories; write letters on appropriate stationery provided for the purpose; receive mail from friends directed to them in care of the Connecticut state building; and check any parcels or small baggage of which they may wish to be temporarily relieved.

The exhibits have been assembled through the assistance and cooperation of the several state departments and commissions which have joined with the Governor's Committee in the attempt to show "Connecticut at work," officially. The dignity of the exhibition room lends itself to an artistic and orderly arrangement and the construction of special exhibition room easels has enabled the committee to show all exhibits in a clear fashion.

In addition to the several exhibits arranged on these screens occupying the central portions of the room there hangs on the west wall, as clearly shown in the photograph on the next page, the official portrait of our Governor, John H. Trumbull, recently painted by Mrs. Ellen Emmett Rand; the portrait of General Israel Putnam exhibited at the Connecticut cottage at the Centennial in 1876 by Harry I. Thompson, the artist; the portrait of Dr. Henry Barnard, first commissioner of education of Rhode Island, Connecticut, Wisconsin and of the United States, painted by George

Burroughs Torrey; the portrait of Chief Justice and Mrs. Oliver Ellsworth, owned by the Connecticut Society of the Daughters of the American Revolution and loaned by them from their collection in the Ellsworth homestead in Windsor; the ornate seal of Connecticut embroidered in gold and presented to Connecticut by friends in Japan where it was embroidered; a two-thirds sized photograph of the historic charter of Charter Oak fame, granted by King Charles in 1662; and last but not least the engrossed copy of Connecticut's first constitution — The Fundamental Orders — adopted in 1638, which entitled Connecticut to be known as the Constitution State.

A large wall map published seventy-five years ago showing the several towns and counties of Connecticut with roads, rivers and mountains in distinguishing colors, enables those who so desire to easily determine the location of the homes of their ancestors in Connecticut. Atlases also are conveniently at hand showing the several towns or townships by counties, with maps drawn on a scale sufficiently large to enable one to locate homesteads by the owner's name. Those so inclined may reconstruct the personnel of the neighborhood in which their Connecticut ancestors lived.

Extracts from manuscript indexes covering the Connecticut archives, Connecticut probate records, Connecticut church records and Connecticut vital records, thus far indexed, call attention to the work which is being done at the Connecticut State Library in making accessible

by name, by subject or by locality, the activities of those generations who have gone before.

Graphic displays have been arranged by several of the state departments. That of the Highway Department for example, shows moving miniature trucks, each showing how much of the material represented by its load, was used on Connecticut highways last year. For those who wish to examine more in detail the workings of each of the several state departments and commissions, the blanks and special forms and special publications issued

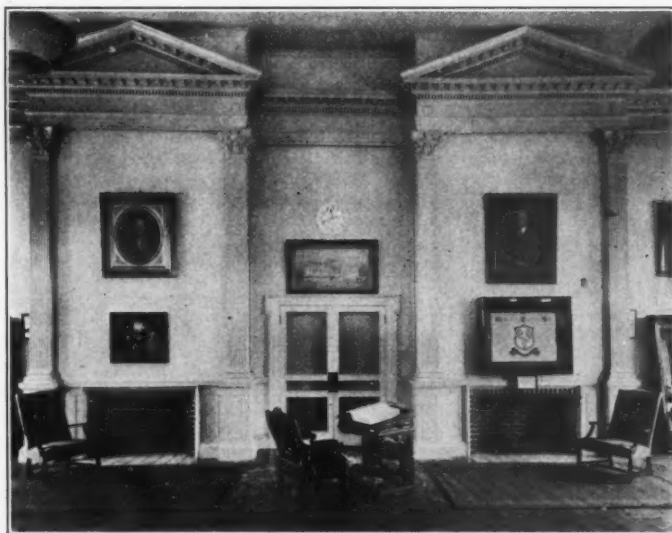
by each are easily accessible, being arranged in vertical files close at hand. To those who wish to secure any particular publication or form which they find exhibited or on file, provision is made through the means of special request cards provided for this purpose, for them to enter the name of the publication or

form desired, and the name of the department issuing the same, which cards are regularly forwarded by the committee to the departments interested, which in turn forward the publications requested. This method does away with unnecessary handling and unnecessary waste and confusion at the Connecticut building, and places in

immediate contact the interested party and the department.

Exhibitions of Other States.

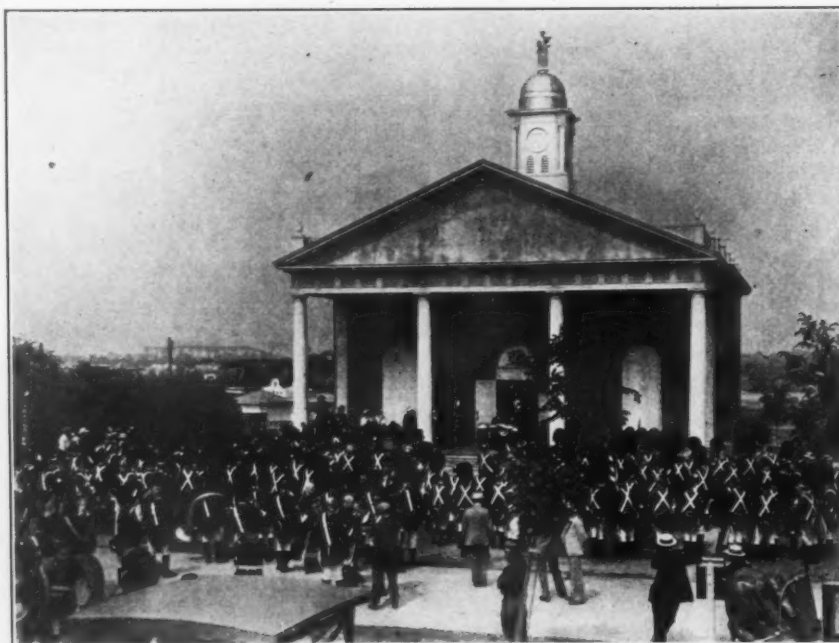
A NUMBER of other states have erected buildings with historical interest, which visitors will be interested in seeing. Among these is the New Jersey building, which reproduces the historical barracks built in 1757 to house



INTERIOR OF THE CONNECTICUT BUILDING

the British troops ordered to that state to protect the Colonists from the Indians. The New York building reproduces the Federal building on Wall Street where George Washington took his oath of office as first President

interest. A description of some of the exhibits covered in each gives one an idea of the great number of displays of all sorts and from all nations that have been brought together at the Exposition for the education and entertainment



DEDICATION OF THE CONNECTICUT BUILDING, GOVERNOR TRUMBULL SPEAKING AND THE FIRST AND SECOND COMPANIES OF THE FOOT-GUARD PRESENT

of the United States. Few people perhaps know that the original building was built along the old stone wall which ran through what is now Wall Street and was constructed of stones from the wall.

For the Ohio building that state chose to use as a model the North Bend home of William Henry Harrison, first of Ohio's many presidents. The Delaware building is of modified Colonial style, and the Pennsylvania and Illinois buildings are of modern types of construction.

Some of the Important Buildings.

FOR the convenience of visitors the Exposition management has arranged six tours around the grounds taking in all the points of

"Connecticut is the land of steady habits, sound finance and skilled industries. It is the mother of constitutions, the home of higher education and the exponent of practical idealism. The diversity of its interests is amazing. It has within its borders the insurance center of the nation; the brass manufacturing center of the world; the hardware city of the Union; the silver manufacturing center of the country; and a hat center of national repute. Its financial institutions are sound, and its industrial plants prosperous. Its labor is efficient, well-paid, well-satisfied and orderly. It has ample play-grounds and beauty spots within its own borders. Its State Government is efficient and economical. It lives within its income and has a sinking fund sufficient to amortize its debt at maturity. It is receptive to new ideas, when once they have been proven, but has reached that mature stage of civilization where it refuses to be stampeded. Proud of its past, secure in its present and confident of its future, Connecticut bears its part in the sisterhood of states, upholding the national government in its firm adherence to the ideals of its founders."

of the public.

The Liberal Arts and Manufacturers Building contains displays of great interest, particularly to industrialists. In the Palace of Agriculture will be found the foreign exhibits in which fourteen nations have displayed the best of their arts

and handicrafts. Austria, China, Czechoslovakia, Denmark, France, Germany, Great Britain, Haiti, Hungary, Japan, Persia, Egypt, Porto Rico, Roumania, Spain — all are represented. This building houses also the civic and the food and agricultural displays.

The United States Government, Machinery, Mines, Metallurgy and Transportation Palace, covering eight and one-half acres, contains the Government exhibit which is valued at several

million dollars and which is guarded by Marines day and night; machinery of all kinds; aeronautics, oil, gas and coal exhibits and road and transportation exhibits including locomotives from the earliest types.

The Palace of Education and Social Economy has been referred to as a world training school. In addition to demonstrations of modern educational methods including the care and education of defective children, the building contains the National Safety Exhibit.

The Palace of Fine Arts contains one of the most comprehensive exhibitions of contemporary American paintings ever held anywhere in this country. It has on its walls a great many of the prize-winning pictures of the last ten years and in its galleries and courts are many examples of work by our leading sculptors, of which some are fountains in operation.

In the sculpture section of the United States, will be found a room devoted to a group of portrait heads and other works, by Charles Grafty. A room devoted to the works of Albert Laessle and another room devoted to the works of Paulanship.

In the International section there are paintings, sculpture, and objects of art from France, Germany, Spain, Yugoslavia, Russia, Japan, Persia, Canada, etc. In the Yugoslav section may be found sculpture and drawings by Ivan Mestrovic. In the Russian section are works of some of the leading Russian painters, many of whom are living in this country. In the Japanese section there are many objects of art, some of which are from the Imperial household. In the Persian section there are examples of rugs, brocades and other textiles, some of great antiquity; ceramics and pottery.

There is one gallery containing over one hundred works of the late Auguste Rodin, generously loaned to this department by the Jules Mastbaum Founda-

tion, preparatory to its installation in the Rodin Museum of Philadelphia.

The huge Auditorium with its seating capacity of approximately 15,000 persons is well worth a visit. The magnificent organ, made by the Austin Organ Company of Hartford is one of, if not the largest in the world. Concerts are given here daily, and one may rest a while within the quiet shelter and enjoy the music rendered by noted visiting organists from all parts of the world. Here also the popular Philadelphia Orchestra gives frequent concerts under the direction of world renowned guest conductors.

The exhibits of the Army, Navy and Marine Corps, the great Stadium, Treasure Island and the Gladway, Sulgrave Manor, the replica of George Washington's ancestral home in England, the John Hanson-John Morton Memorial Building and other buildings and displays too numerous to mention fill the grounds and entertain visitors from all lands.

Comparison With Other Expositions.

IN passing, it is interesting to note how the Sesqui-Centennial compares with other expositions. The Philadelphia Centennial covered 285 acres, cost \$8,980,000 and had a total attendance of 9,790,000 in the 159 days it was open.

The Chicago World's Fair in 1893, covered 666 acres, was open 179 days, cost \$27,292,000 and had a total attendance of 27,540,000.

The Buffalo Pan-American Exposition in 1901 occupied 350 acres, was open 184 days, cost \$7,197,000 and admitted 8,120,000 people.

The Sesqui-Centennial has cost \$23,320,000, will be open 183 days, has a total acreage of 1010 not including the Navy Yard and its total attendance will, it is estimated, be in the neighborhood of 36,000,000.



LOOKING EAST DOWN HIGH STREET

The "Street of 1776," as this is more commonly called. In the extreme background, at the left of the pavilion, may be seen the dome of the Connecticut building

ASSOCIATION ITEMS

ASSOCIATION MEMBERS INVITED TO ORDNANCE MEETING

Members of the Association's Industrial Preparedness Committee and a number of other members of the Association interested in ordnance work, have been invited by officials of the Army Ordnance Association to attend the eighth annual meeting of that organization to be held at the Aberdeen Proving Ground, Maryland, October 8.

At the Aberdeen Proving Ground the Army's fighting equipment is tested and here through the courtesy of the War Department the Army Ordnance Association is privileged to invite its members and guests, each year, to watch a demonstration of all forms of ordnance. Every weapon from small arms to the great 16-inch sea-coast gun is included in the demonstration as well as bombing planes, tanks, tractors, etc. The latter will be shown operating over almost impassable terrain, hauling heavy artillery; anti-aircraft guns will fire at targets towed by air-planes and each type of aircraft, from blimps to pursuit planes will be shown in operation.

The members of the Association's Industrial Preparedness Committee which has been co-operating with officials of the Ordnance Department in preparedness work, are: chairman, W. R. Webster, Bridgeport Brass Co., Bridgeport; C. R. Burt, Pratt and Whitney Manufacturing Co., Hartford; F. G. Drew, Winchester Repeating Arms Co., New Haven; S. M. Stone, Colt's Patent Fire Arms Manufacturing Co., Hartford; John H. Goss, Scovill Manufacturing Co., Waterbury.

ANNUAL MEETING

Due to circumstances beyond control, plans for the Annual Meeting of the Association have been unusually delayed this year. Arrangements are now well on the road to completion, however, and members may look forward to receiving definite announcement concerning the meeting, possibly co-incident with receipt of

the magazine.

Plans call for a meeting this year which in novelty and interest will surpass any meeting which the Association has previously held. President Hubbard, who was compelled to spend the Summer at Camden, Maine, convalescing from pneumonia, had even his thinking censored by his physician. The only business he was allowed to think about or talk about at all was the Annual Meeting. He concentrated on it and the result — well just wait for that first announcement!

STREET ACCIDENT COMPENSATED

The Compensation Committee believes members will be interested in a decision handed down in August, by which compensation was awarded an employe of Platt Brothers & Company, Waterbury, for an injury sus-

tained on the way to work. Part of his duties had been to tend the fires on Saturday afternoon and Sunday, for which he received five hours' additional pay. His home was up a steep hill from the factory and while going to the plant on a Sunday in February, he slipped on the icy road and sprained his ankle. The award, from which an appeal has been taken, was based largely on the claimant's being paid for materially more time than he spent in the factory.

PRESIDENT HUBBARD ON STATE BUDGETS

President Hubbard addressed the National Industrial Council at its semi-annual meeting early in October on "Economy in State and Local Government Expenditures Through Budgetary Control." Extra copies of the report are available in mimeographed form and will be sent to any member who may wish a copy.

The meeting of the Council, held in the Waldorf-Astoria, was arranged to immediately precede the annual convention of its parent body, the National Association of Manufacturers.

THE OTHER HALF OF THE STORY

Perhaps the most common failing in the world is failure to learn the other half of a story.

In a series of articles, the first of which appears on the next page, *Connecticut Industry* will show that those who talk about industries migrating to other sections see only part of the picture, and that there is a normal compensation in the influx of new industries which are constantly seeking a new home in Connecticut.

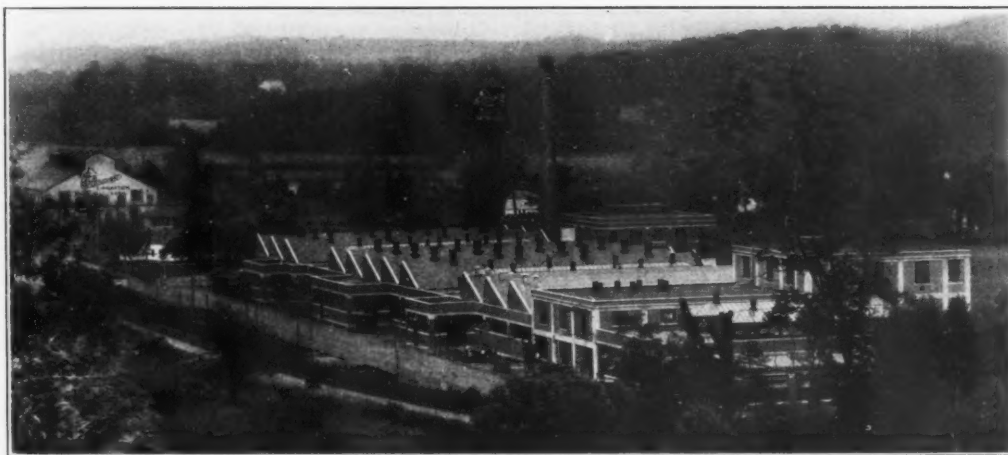
NEW INDUSTRIES OF CONNECTICUT

1. — *The Belamose Corporation*

By W. A. DOWER

Rayon as a textile fibre with an identity of its own has been manufactured in the United States for upwards of fifteen years. The technical difficulties and large capital outlay involved in a quantity out-turn of a laboratory

greater detail, but in general it consists in chemically treating wood pulp or cotton linters to form a viscous solution which is forced through minute apertures of capillary tubes into a fixing bath where, by precipitation, con-



PLANT OF THE BELAMOSE CORPORATION

creation, however, hindered the spread of the industry and in the years before 1920 the bulk of the domestic output came from one concern. That year, however, was the beginning of a decided expansion, partly brought about by technical assistance and financial support from abroad.

One of the latest of the domestic companies to reach commercial production is the Belamose Corporation of Rocky Hill. Organized in 1923 under New Jersey laws, the company immediately built its first manufacturing unit near the former plant of the Hartford Electric Steel Company in the Dividend section of Rocky Hill after having combed the country for a site which would combine with the requisite acreage, a steady and pure water supply.

The present Connecticut corporation succeeded the New Jersey corporation in June 1924. Production started in January 1925, and within a few months reached a daily capacity of 2500 pounds of fibre. Additional equipment since installed has raised this figure to 4800 pounds and has also made it possible to turn yarn out not only in skein form but wound on to bobbins, tubes, cones, etc.

A forthcoming article in *Connecticut Industry* will tell the story of rayon manufacture in

tinuous filaments are formed. These filaments are then twisted to form the rayon yarn. The Belamose Corporation uses a modified form of the standard viscose process.

The mill is of reinforced concrete and brick fireproof construction throughout, carrying an insurance rate equal to the lowest in New England. The main building is 580' x 140' partly three story and the remainder single story saw-tooth roof construction. The oil burning boiler plant is located in a separate structure to the northeast. This supplies steam only for process and heating, the corporation purchasing its entire electric power requirements from the Hartford Electric Light Company. Ample ground area is available for the expansion which the normal growth of rayon manufacture in the last few years indicates will be necessary.

The company employs at present about 500, about two-thirds being women and girls. Beside the surrounding districts, the company draws its help from Hartford and Middletown and employees living in these two districts are transported to and from work by means of company busses. The president is Theophile Guerin, who is also president of the Guerin Mills. Earle L. Milliken is secretary, treasurer and general manager.

A BONUS PLAN WITH AN INCENTIVE

Anniversary Premium Plan Used by Yale and Towne Produces Steady Effort

TO arouse interest in an employe service plan is not peculiarly difficult. If the benefits under it are obvious enough to appeal to the worker's self-interest, and the eligibility qualifications are on an attainable level, its very newness will stir up enough enthusiasm at the start to get it under way. To sustain that interest—to make it an abiding formative force in the worker's every-day attitude toward the management—is a real problem. When the novelty wears off interest tends to lag, and even selfish considerations do not always operate to keep it alive.

Not only in the realm of industrial service but in other human relations this holds true. Why it should be so is a question for psychologists to answer. Its practical aspect is that since all endeavors in the field of employe welfare, as distinct from pure philanthropy, are aimed at building up a cooperative relationship between worker and management with the desirable economic by-products of such a relationship, a welfare plan which brings its influence to bear on the worker only at the start, or only infrequently thereafter is in a measure missing its objective.

The anniversary premium plan of the Yale and Towne Manufacturing Company, Stamford, is calculated to overcome these difficulties. It consists of a yearly bonus, due on the anniversary of the hiring date and distributed shortly thereafter, to employes earning \$3000 or less who have fulfilled the requirements as to continuous service, punctuality, and regularity of attendance. The amount of the premium is computed as a percentage of the anniversary year's earnings ranging from 2% the first year to 10% on the tenth and following anniversaries.

The purpose of the scheme, as outlined in the announcement pamphlet, is recognition of the value to the company of regular, faithful and continuous service, and it is based on the belief that such service has an economic value which may properly be recognized and compensated. The statement of purpose logically suggests the conditions of eligibility, of which uninterrupted service is the first. The original rules contemplated two years of continuous employment as a minimum, but through later revisions an employe is now eligible for the premium after one year of uninterrupted service. Absence without leave aggregating six full working days during any anniversary year con-

stitutes a rupture of service but absence of thirty days or less due to sickness, to leave, or to suspension of operations does not break its continuity.

Tardiness without an accepted excuse more than twenty-four times in any anniversary year bars an employe from participation in the premium plan. Employes who resign or are dismissed are not entitled to a premium for the elapsed portion of their anniversary year.

The feature wherein the Yale and Towne plan differs from many other of like intent is the reckoning of the award from the anniversary of the employe's connection with the company rather than by the calendar year. An accurate record is kept of hiring dates and for the purpose of the premium of the twelve months immediately following that date constitutes for any employe his bonus period. Weekly the industrial relations department prepares a list of employes whose anniversary occurs during that week, and who are eligible for the premium on the ground of punctuality and regular attendance. This list is posted in the various departments. Due to the clerical work involved, the actual payment is made on a Tuesday about two weeks after the anniversary date, Tuesday having been designated as premium pay-day. On that day the eligibles assemble in the place designated and the premium check is tendered by the director of industrial relations or by some officer of the company, who accompanies the presentation with a short talk.

All the elements of an ideal plan are present here. The eligibility qualifications are not too rigid, the benefits are sizable enough to strive for and they accrue near enough in the future to make them attractive. Finally, the weekly bulletin of eligibles posted in every department is of estimable psychological value. It reminds the workers fifty-two times in a year of a reward which their fellows are earning and to which they too can aspire. In this there is a distinct advantage over a plan which brings its tangible results to the attention of the working force only once in the year.

READY FOR THE ANNUAL MEETING?
WHOSE?
YOURS.
WHEN?
NOTICE COMING SOON

ANNUAL MEETING OF THE OPEN SHOP CONFERENCE OF CONNECTICUT

The Open Shop Conference of Connecticut will hold its annual meeting and dinner in New Haven on October 14, at the Hotel Garde. The business meeting will be held at 5:30 and the dinner will follow at 6:30.

Following the dinner prominent men in various lines of industry in Connecticut will discuss "What the Open Shop Means to Connecticut Industries." The topic will be discussed briefly under five heads; manufacturing, printing, building trades, agriculture and public utilities. Howell Cheney of Cheney Brothers and chairman of the Educational Committee of the Open Shop Conference will tell of the trade educational program of the Conference.

The committee in charge of arrangements of the meeting this year consists of Alpheus

Winter, manager of the Manufacturers' Association of Bridgeport; T. F. Silkman, secretary of the Southern Connecticut Branch of the National Metal Trades Association; T. J. Kelley, secretary of the Employers' Association of Hartford County; Harry J. Smith, industrial secretary of the Manufacturers Association of Connecticut, Inc.; and W. J. Wilcox, secretary of the Open Shop Conference of Connecticut, Inc.

The dinner charge will be \$2.50 a cover and reservations may be made by writing W. J. Wilcox, P. O. Box 883, Meriden.

The officers of the Open Shop Conference are: president, Harry B. Kennedy, New Haven; vice-president, Stanley H. Bullard, Bridgeport; secretary and treasurer, W. J. Wilcox, Meriden.

M.A.C.'s VIEWS ON CURRENT NEWS

THE Interborough Rapid Transit Company is using the "stagger" plan in despatching trains. The W. C. T. U. will undoubtedly investigate.

Georges Michel, the French baker who swam the English channel, said that he did it because he kneaded the dough.

Headline — "The United States imports most of its nuts" — another case of stifling home industry.

Headline — "Professor Fisher sees far less drinking" — are not those Yale lads the slick ones.

Germany is paying reparations to Japan in school books — a dirty trick on Jap kids.

They did not need those "Go Slow School 400 ft. Ahead" signs when we were kids — we went as slow as we could anyway.

Headline — "Soldiers' Home Aired at Capitol" — if it needs airing why don't they do it at Noroton?

It's terrifying how hush money is talking these days.

There appear to be all sorts of French knots in the European debt tangle.

As Arthur Little says, "There is an intimate relationship between science and business. Where would the suspender business be without the law of gravitation?"

Export Shippers

THE services of a freight forwarder are many and varied.

HE engages the necessary space on the steamer, secures the dock permit, gives shipping instructions to you to avoid any unnecessary cartage or other charges, arranges deliveries to steamers, makes up your ocean bills of lading, consular invoices, and any other documents required; arranges your insurance policies; checks your freight rates; disposes of the full set of shipping documents; draws your drafts, if desired; pays all the charges and invoices you at one time for everything.

IN general he does all these things and a good deal more if something goes wrong on the railroad or elsewhere.

OUR experience of very nearly twenty-five years in this line gives us a knowledge that can be of invaluable assistance to you. Communicate with us about your shipping problems and without obligation, of course.

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TRANSPORTATION

GENERAL COAL RATES CASE I. C. C. 15006

The Interstate Commerce Commission has, through formal decision, denied the request of the Association and others to separate that part of the coal rate case involving rates from southern mines to New England points, from the rest of the case, and has denied the petition to include ex-tide-water rates, that is, those rates from New England ports to interior points. As a result the case has narrowed itself to a petition for the establishment of through all-rail rates on coal from West Virginia low volatile fields to New England points; just and reasonable rates from mines to Hampton Roads; and just and reasonable rates from Pennsylvania to New England points. The Coal Committee of the Association and the Sub-committee on Coal of the Traffic Committee have, under authority of the Board of Directors, employed as counsel J. J. Hickey, an attorney of wide experience in transportation cases.

The New England Governor's Fuel Committee, through its Connecticut representative E. W. Goss, who is also chairman of the Coal Committee of the Association, will continue to play a most prominent part in the conduct of the case, as will the State of Connecticut through its attorney William J. Larkin.

This Association has been cooperating with the New England Traffic League and other New England organizations from the inception of the case, and it is hoped that through this splendid cooperation undeniable proof of New England's fuel needs will be presented to the Interstate Commerce Commission.

A CORRECTION

On the Transportation page of the September issue of *Connecticut Industry*, referring to the Coal Rate Case, the statement was made that, "It has been estimated that the winning of this case, which is now before the Interstate Commerce Commission under Docket I. C. C. No. 15006, will mean a saving of at least \$150,000,000 to Connecticut manufacturers annually." This was obviously an error since such a saving on the basis of a potential 50¢ per ton would mean the movement into Connecticut of 300,000,000 tons per year. The potential saving due to possible reduction in rates and the use of cheaper fuel would amount, as the article should have stated, to at least \$1,500,000 per year.

GENERAL MOTOR VEHICLE INVESTIGATION CASE

J. F. Atwater, W. H. Pease, P. W. Brown, J. D. Heffernan, W. F. Price, members of the Traffic Committee, and C. L. Eyanson, Assistant to the President, appeared before Commissioner Esch and Examiner Flynn of the Interstate Commerce Commission at the hearing in New York on September 10 and 11 and presented facts in connection with I. C. C. Investigation 18300 which has for its purpose the development of information for submission to Congress at its next session. Recommendations, if any, of the Interstate Commerce Commission will undoubtedly be used as the basis for the consideration of the desirability of the passage of legislation regulating interstate motor busses and motor trucks. The testimony presented by the representative of the Association was based upon an eight-year study of the problem and an intensive survey of conditions surrounding motor truck and motor bus operation. Interested members may receive a copy of the testimony presented by application to the Association's headquarters.

PIG IRON RATES

The Hudson Valley Coal and Coke Company applied to the Interstate Commerce Commission under Docket 18357 for the establishment of just and reasonable rates from Troy, New York, to certain points in the United States including all Connecticut points.

In years past Connecticut users of pig iron have been compelled to depend entirely upon western New York, Pennsylvania, and the south for their raw material. Recently there has been established at Troy, N. Y., a blast furnace capable of meeting a large portion of Connecticut's needs. There has also been established a furnace at Everett, Mass. which will shortly be in blast. Realizing the need for the establishment of rates which will enable Connecticut's industries to compete with the industries of other sections of the country, the Association filed an intervening petition in the case and will be represented at all hearings.

The Traffic Committee has for some time been engaged in the collection of data in a study of the entire situation in preparation for the presentation of testimony before the Interstate Commerce Commission on October 7. Members will be kept advised of developments in the case, through *Connecticut Industry* or special bulletins.

SALES EXCHANGE

In this department members may list without charge any new or used equipment or supplies. All copy must be in the hands of the editor by the fifteenth day of the month preceding publication.

FOR SALE

Steel.

Over 37,800 lbs. of machine, spring and tool steel. Guaranteed in first class condition. Lot includes various sizes and quantities and wide range of manufacturers. Detailed list on request.

Used Machines.

For sale F. O. B. at plant, where they may be examined by prospective customers. Lot includes presses, lathes, milling machines, overhauling machines, grinders, gear hobbing machines, screw machines, tumbling and rolling barrels, high and low pressure blowers, moulding machines, cleaning tanks, rotary air hoist, saws, threading machines, headers, coiling, slitting and chopping machines, cutters, straighteners, dryers, drying ovens, and a large variety of miscellaneous machines.

Address S. E. 157.

FACTORY SPACE

8. For Rent. The fourth and fifth floors of three factory buildings of approximately 2500 square feet

each. More connecting rooms available, if desired. Rental about 40¢ a square foot; mill construction, sprinklered and equipped with elevators.

9. For Rent or Sale. 23,376 square feet of factory space, within 20 minutes of center of city by trolley. Overnight motor truck service to New York and Boston available. Good supply of labor. Adjacent space occupied by well-equipped tool and machine shop. Price on application.

10. For Rent. Approximately 15,000 square feet of manufacturing space available about September 1. Centrally located in Hartford and ideally situated for light manufacturing purposes. 10,000 square feet on one floor and 5000 on another.

11. For Rent. From January 1, 1927, upper floor containing 4000 square feet on one side and 3600 square feet on the other. Can be rented separately or together. Has elevator service, skylights, and railroad siding for freight. Suitable for light manufacturing.

12. In Hartford, 30,000 to 40,000 sq. ft. of ideal manufacturing or storage space. All on one floor, price on application.

EMPLOYMENT SERVICE

This department is open to members free of charge. All copy must be in the hands of the editor by the fifteenth day of the month preceding publication.

SALESMAN—Young man, married, desires position with Connecticut concern preferably in capacity of salesman. Experience with house selling food products on national scale. Address P. W. 231.

SALES MANAGER—Man with considerable experience with Ohio and Connecticut concerns as sales and factory manager wishes to make connection with plant on direct line to Hartford or New Haven. Address P. W. 112.

SALES AND SALES MANAGEMENT—Man experienced in sales, sales promotion and advertising wishes to connect with Connecticut manufacturing concern. Address P. W. 214.

ACCOUNTANT—Credit and cost man, over 25 years of age desires connection. Moderate salary. Address P. W. 227.

INDUSTRIAL ENGINEER—Age 29. Single. Graduate Wharton School of Finance and Commerce with two and one-half years experience in industry, wishes to become connected with manufacturing industry having a complicated, assembled product to conscientiously learn the business in all its phases. Willing to locate in Connecticut or in Eastern states. Address P. W. 228.

SUB EXECUTIVE—College man with brains, ambition, and willingness to begin low and work hard for advancement. Address P. W. 229.

PRODUCTION AND SALES—Age 28. Single. Experienced as production foreman in manufacturing and inspection in this country and abroad. Also familiar with motion and time study. Anxious to connect with concern where there is opportunity to become thoroughly acquainted with methods of manufacture and to eventually enter sales department either domestic or foreign. Address P. W. 230.

art

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